

CHULA VISTA
POST OFFICE BOX 697



FIRE FIGHTERS
CHULA VISTA, CA 91910

LOCAL 2180, L.A.F.F.

PROPOSALS:

The City countered IAFF's counter proposal to 2.09 BILINGUAL PAY on December 12, 2013. IAFF rejects the City's proposal except for the addition of ASL (American Sign Language) to the list of accepted languages. IAFF submits the following proposal.

CURRENT LANGUAGE:

Those employees who, upon verification by the Fire Chief and the Director of Human Resources, and who successfully complete a Bilingual Performance Examination for the following languages: Spanish, Tagalog, Vietnamese, and Japanese, who use their bilingual skills will receive \$200 per month bilingual pay in addition to their regular pay. In order to continue receiving bilingual pay, employees must successfully complete a bilingual performance examination once every three (3) years.

CONCERN:

IAFF members take on more responsibility and liability in regards to using a second language, and should be compensated as such. Responsibilities include using a second language during emergency calls for service, inspections, and legal / technical instructions. These responsibilities include life altering decisions, and legal instruction.

Examples include:

- Asking patients about previous medical history, medications, allergies, symptoms, understanding DNR's, etc. Receiving correct information dictates how the patient will be treated, and DNR's carried out.
- Getting information from non-English speakers about possible victims trapped in structure fires, vehicle rescues, technical rescues (confined space, trench, etc), information concerning inspections / investigations, plan checks, and technical instructions.

PROPOSAL:

Those employees who, upon verification by the Fire Chief and the Director of Human Resources, and who successfully complete a Bilingual Performance Examination for the following languages: American Sign

Language (ASL), Spanish, Tagalog, Vietnamese, and Japanese, who use their bilingual skills will receive ~~\$200~~ per month bilingual pay in addition to their regular pay. ~~In order to continue receiving bilingual pay, employees must successfully complete a bilingual performance examination once every three (3) years.~~

~~There will be one IAFF member as a representative on each two-member panel on IAFF exams.~~

~~Candidates who have failed an exam may retest once every six months.~~

~~Candidates who successfully complete such examination, shall not be required to be retested.~~

~~There shall be two levels identified as proficient:~~

~~Basic Level Certification - \$200 per month. Basic level certification requires basic communication skills which prove the employee has the ability to obtain and communicate basic information with citizens and includes such skills as using and understanding simple greetings, introductions, numbers, addresses, money, days of the week, months of the year, members of the family, interrogative words, pronounce and using names correctly, and giving and following general directions in the second language during Medical Aids, Fires, Rescues, Inspections, or Investigations.~~

~~Proficient Level Certification - \$300 per month. In addition to the requirements of the basic level, the proficient level requires an individual to be able to communicate with a higher level of proficiency, which may include communication of medical, legal, and / or technical terminology language and instructions. Employees certified at the proficient level should be able to read and write in the second language, or communicate with hearing impaired persons at a more detailed and complex level with little or no difficulty during Medical Aids, Fire, Rescues, Inspections, or Investigations.~~

RESULTS:

Those who can provide basic bilingual interpretation will be compensated at the current level. Those who can provide a proficient bilingual interpretation will be compensated in accordance with the advanced linguistic and oral communication skills. Of the current members who have passed the bilingual exam, it is likely a small percentage of those will qualify to the higher standard.

Those who pass the exam will not have to retest. The need to commit personnel hours is removed which saves the City money with regards to employee time dedicated to a bilingual retest every three years.